

High Sick Leave Consumption

Office of Management & Budget



KPI Owner: Steve Rowland

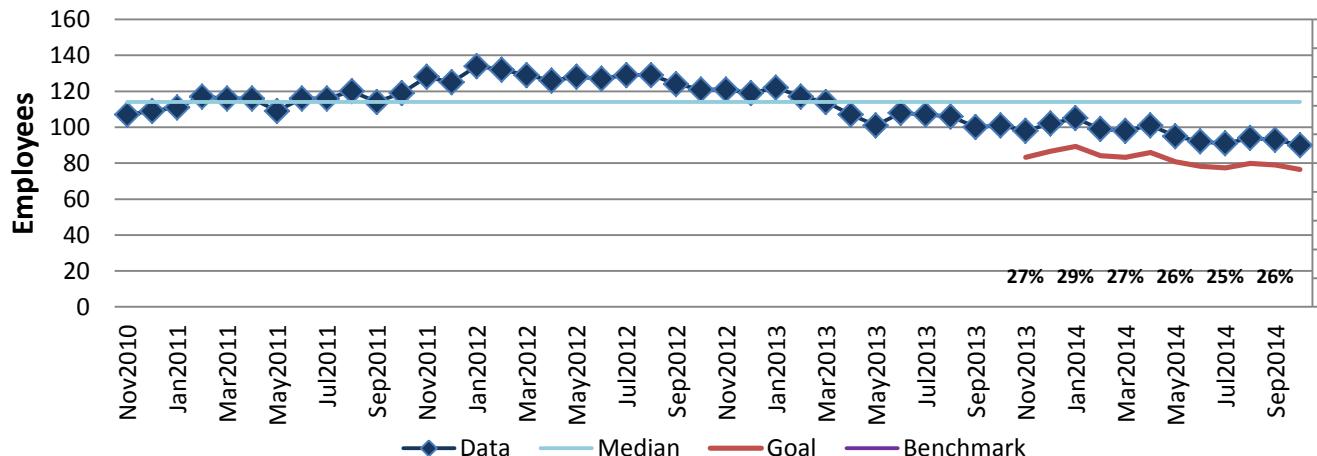
Process: Sick Leave Management

Baseline, Goal, & Benchmark		Source Summary	Continuous Improvement Summary	
Baseline: FY15 (Jul2014: 91 employees)		Data Source: Payable Time Peoplesoft	Plan-Do-Check-Act Step 8: Monitor and diagnose	
Goal: 15% of total opportunities		Goal Source: Enterprise KPI for productivity	Measurement Method: The number of employees in a department who have used 9 or more out of 12 sick days in a 12 month period	
Benchmark: 15% of total opportunities		Benchmark Source: OPI sick leave study	Why Measure: Promote a culture in which sick time is used appropriately Next Improvement Step: Continue to monitor and diagnose	

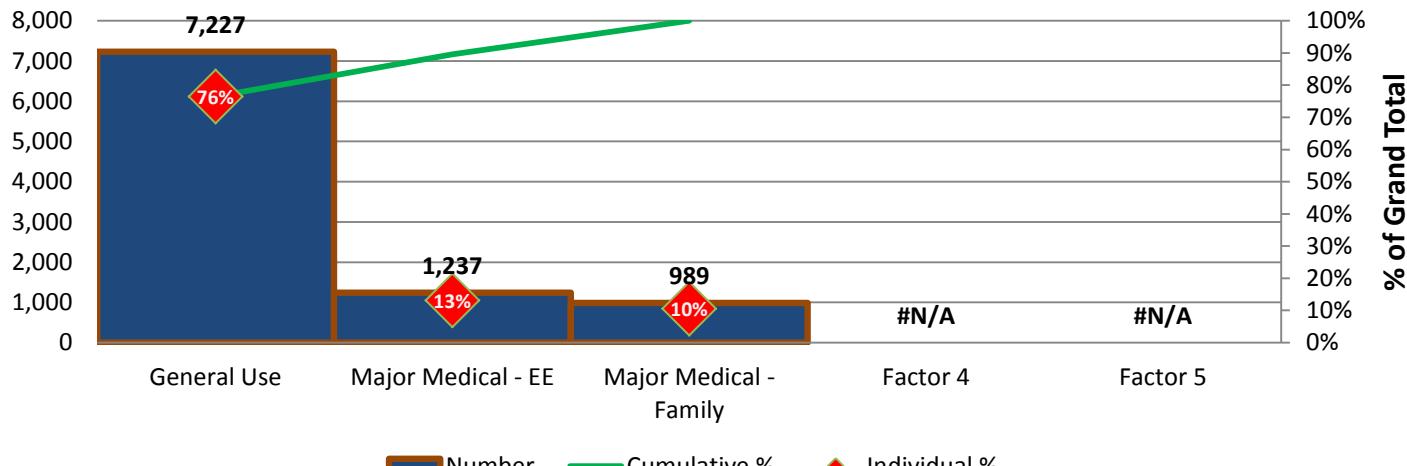
How Are We Doing?

Nov2013-Oct2014 12 Month Goal	Nov2013-Oct2014 12 Month Actual		Oct2014 Goal	Oct2014 Actual	
82	97		77	90	
Employees	Employees		Employees	Employees	

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Nov2013-Oct2014 Pareto Analysis



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